



Natural Resources Conservation Service
75 High Street, Room 301
Morgantown, WV 26505

December 22, 2005

WEST VIRGINIA BULLETIN NO: WV330-6-4

SUBJECT: MGT – FY 2006 Work Priorities

Purpose: To transmit information for FY 2006 Work Priorities

Expiration Date: September 30, 2006

Each year, which we work for the Natural Resources Conservation Service, provides us the opportunity to help our clients improve the condition of the land. Working towards the overall purpose of this agency has not changed, conservation of the nation's natural resources. But, over time the ways and means have shifted to accomplish this purpose and this year continues the trend of change.

Last June, in a meeting with the new USDA Secretary, Mike Johanns, Under Secretary for Natural Resources and Environment, Mark Rey, laid out four priorities that the NRCS will address. Chief Bruce Knight expanded that list by including two additional priorities. The NRCS has adopted a new business plan format to capture the Under Secretary's and the Chief's priorities as the agencies six overarching objectives.

1. Watershed Approach to provide national leadership for private lands conservation using a locally led, scientifically based technology.
2. Cooperative Conservation to provide leadership and increase conservation on private lands.
3. Farm Bill implementation to demonstrate conservation results and outcomes commensurate with the present investment.
4. Human Capital Management Strategy to have a well trained, diverse, and productive workforce.
5. Market Based Approach to provide leadership to enable efficient and effective participation in markets for environmental services.
6. Effective and Efficient Organization to achieve Strategic, Financial Management, and Performance Goals.

Line officers and supervisors will ensure that the work performed in West Virginia addresses these NRCS priorities and the results are captured in PRS, POINTS, NASIS, and any other database used to report progress.

To emphasize the agencies commitment to achieve stated priorities, it is now mandatory to include the "Mission Results" element in every NRCS employees' Performance Plan. According to the [General Manual, part 409, subpart C, 409.20](#), "Planning performance is the process of developing performance plans that align individual performance with the organizational [priorities] contained in the agencies strategic and business plans." All supervisors must continue to monitor their employees work and results such that West Virginia achieves its goals this fiscal year and we contribute to the agencies achievement of the national goals.

West Virginia has submitted the draft FY 2006 goals to the national office for review. Goals were initiated at the field office level and provided to the state office through the ASTC-FO's. The numbers were adjusted to reflect the state's preliminary budget allocation. Final goals will be negotiated between the State Conservationist and the Regional Assistant Chief by January 28, 2006.

If you have any questions, please contact your ASTC-FO or Bill O'Donnell, ASTC-Operations at 304-284-7543.

/s/

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State Conservationist

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